

HR Inspire

HR Inspire enables our clients to engage specialists across all areas of employment law to upskill both HR teams and line managers – making them more effective and reducing risk to the business.

HR teams and line managers are being asked to deal with increasingly complex employee situations. It is crucial to the success of our clients' businesses that such situations are handled appropriately. By offering a range of specialists across a variety of areas, we can inspire our clients, giving them the confidence, capability and capacity to tackle employee issues in the workplace in an effective and efficient manner, improving both their own productivity and reducing risk. We have a proven track record of working in partnership with our clients in this way to improve their business.

HR Inspire covers a broad range of topics including:

On demand webinars

The perfect way to keep up to date on the latest employment law developments, these pre-recorded, free of charge webinars will be uploaded onto our website at the end of March and October each year making them available for you to watch at your leisure.

Live interactive webinars

Our free of charge live and interactive webinar series focuses on hot topic areas for HR professionals and allows you to ask questions and share your experience during the session itself. Perfect for taking a more in-depth look at a topic before you have to deal with it in practice. For details of our upcoming sessions [click here to view](#).

Roundtable discussion

A free, invite only event for senior HR professionals allowing peer to peer discussion on the HR issues of the future.

E-learning courses

Ideal for busy line managers and anyone working remotely, our e-learning courses provide a valuable tool to inspire confidence and develop understanding of the most common employee workplace situations. Courses include:

- Conducting a thorough disciplinary investigation
- Handling employee misconduct
- Equality and diversity
- An introduction to unfair dismissal
- Managing sickness absence
- Recruiting fairly

EMPLOYMENT

Each course can be purchased for you to host and distribute either in its general format or tailored to your particular organisation. Shoosmiths also offers a wide range of other e-learning courses to ensure compliance with your regulatory obligations. [Further details of these courses are available here.](#)

Bespoke training courses

Every business will, from time to time, face a particular employee issue, whether that is managing high levels of sickness absence, serial grievance raisers, data subject access requests or Employment Tribunal claims. We have a suite of courses for you to purchase, delivered by specialists who bring their practical experience to the session, to help you tackle any such situation. Courses include:

- Handling discipline
- Handling serial grievances
- Managing absence and performance
- Redundancy – back to basics
- Redundancy – collective consultation
- How to have an off the record discussion
- Equality and Unconscious bias
- Managing employee mental health
- Introduction to equal pay
- Handling DSARs and data breaches
- Lessons in dealing with Trade Unions
- An introduction to TUPE

A half day (three hours) course can be hosted virtually or in person at one of our Shoosmiths' offices or your own locations. Alternatively, pared down versions of the courses can be presented in a one-hour virtual format. All courses can be tailored to your particular policies and procedures.

Interactive mock events

There is nothing like going through a process to bring it to life. We have a reputation for delivering fun yet informative interactive mock events, from mock Employment Tribunals to mock disciplinaries and even a mock TUPE transfer. Ideally, these sessions are held face to face, although we are offering virtual alternatives, in particular to replicate a virtual Employment Tribunal hearing.

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Very helpful. I'm a new manager. It gave me knowledge to deal with situations.

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Never been to a session like this. All so very useful.

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It will make my job easier.

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